

## Methodology

Research has shown that there are ten basic skills important for all occupations.

- Active Learning
- Critical Thinking
- Mathematics
- Reading Comprehension
- Active Listening
- Learning Strategies
- Monitoring
- Science
- Speaking
- Writing

Make your **MOVE** TODAY, for a **BRIGHTER**

**Methodology:** Selected jobs are based on growth factors in Indiana's Occupational Projections 2004-2014 and wage information from the Occupational Employment Statistics (OES) survey, both produced by Indiana's Department of Workforce Development.

**Selection Criteria:** To be selected for the list, a job had to be ranked in the top 200 in terms of both total growth (the numeric count of new jobs) and percent growth from 2004 to 2014, and the percent growth had to be above the statewide average of 9.9%. The resulting list was further filtered to include only those occupations that fell in the top 250 in total job openings (openings due to either growth or replacement needs). This list was then limited to those jobs that had a median wage at least 1% higher than the State's median wage for all jobs (\$27,742), based on the 2005 OES wage survey.

**Heat Index / Ranking Criteria:** Each occupation that qualified by selection criteria was indexed based on median values for annual numeric growth, annual percent growth and average annual wage for the entire list. The two growth factors were weighted 50% and the single wage factor was weighted the remaining 50% to form the final "heat" index and ranked according to this "heat" index. The selected jobs were then sorted to create the final list of Indiana's Hoosier Hot 50 Jobs.



### Working with People Skills:

- Learning Strategies
- Social Perceptiveness
- Service Orientation
- Monitoring
- Coordination
- Instructing
- Time Management
- Persuasion
- Negotiation



### Working with Things Skills:

- Equipment Maintenance
- Operation Monitoring
- Equipment Selection
- Installation and Quality Control Analysis
- Repairing
- Troubleshooting
- Operation & Control



### Working with Systems Skills:

- Systems Evaluation
- Systems Analysis
- Management of Financial Resources
- Management of Personnel Resources
- Judgment & Decision Making



### Working with Information & Concepts Skills:

- Programming
- Technology Design
- Operations Analysis
- Complex Problem Solving

These new career clusters are designed to help individuals, educators and workforce professionals better utilize skills, knowledge and strengths to guide them to careers and occupations that provide a good "fit", or provide a faster, smoother transition between seemingly unrelated jobs with similar skills.

# WorkOne

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Governor Mitchell E. Daniels, Jr.  
Commissioner Andrew J. Pence

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# HOOSIER HOT 50 JOBS

A listing of jobs most "in demand" for the State of Indiana

[Rank]	[Cluster]	[Job]	[Salary]	[Education]
1		Registered Nurses	\$49,067	A
2		<b>NEW</b> Postsecondary Teachers	\$45,890	D
3		Teachers, Elementary and Kindergarten	\$44,544	B
4		<b>NEW</b> Surgeons	\$191,580	F
5		Computer Software Engineers, Applications	\$65,549	B
6		<b>NEW</b> Dentists	\$135,686	F
7		Computer Systems Analysts	\$59,976	B
8		Dental Hygienists	\$59,055	A
9		Network Systems and Data Communications Analysts	\$56,212	B
10		<b>NEW</b> First-Line Supervisors/Managers of Construction Trades and Extraction Workers	\$51,047	W
11		Computer Software Engineers, Systems Software	\$64,356	B
12		<b>NEW</b> Family and General Practitioners	\$140,881	F
13		<b>NEW</b> Management Analysts	\$56,394	BW
14		Network and Computer Systems Administrators	\$50,170	B
15		Medical and Health Services Managers	\$62,163	BW
16		Computer and Information Systems Managers	\$73,068	BW
17		Social Workers	\$32,625	B

## ICON KEY

PEOPLE



THINGS



SYSTEMS



INFORMATION



[Rank]	[Cluster]	[Job]	[Salary]	[Education]
18		<b>NEW</b> Construction Managers	\$68,532	B
19		<b>NEW</b> Property, Real Estate, and Community Association Managers	\$43,786	B
20		Physical Therapists	\$61,339	M
21		Lawyers	\$64,571	F
22		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$35,547	L
23		Database Administrators	\$50,345	B
24		Occupational Therapists	\$56,080	B
25		<b>NEW</b> Industrial Engineers	\$61,530	B
26		Employment, Recruitment, and Placement Specialists	\$35,994	B
27		Radiologic Technologists and Technicians	\$43,197	A
28		Paralegals and Legal Assistants	\$35,160	A
29		<b>NEW</b> Fire Fighters	\$37,175	L
30		Medical and Clinical Laboratory Technologists	\$45,355	B
31		Computer Support Specialists	\$34,267	A
32		Physical Therapist Assistants	\$42,452	A
33		Surgical Technologists	\$35,483	P
34		<b>NEW</b> Cost Estimators	\$50,799	B
35		Medical and Clinical Laboratory Technicians	\$31,311	A

[Rank]	[Cluster]	[Job]	[Salary]	[Education]
36		<b>NEW</b> Marketing Managers	\$69,111	BW
37		Clinical, Counseling, and School Psychologists	\$52,634	M
38		Bus and Truck Mechanics and Diesel Engine Specialists	\$35,523	P
39		Respiratory Therapists	\$42,850	A
40		<b>NEW</b> Civil Engineers	\$57,152	B
41		Social and Community Service Managers	\$40,944	B
42		Educational, Vocational, and School Counselors	\$42,025	M
43		<b>NEW</b> First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	\$34,556	W
44		Cement Masons and Concrete Finishers	\$33,088	L
45		Legal Secretaries	\$29,941	P
46		Public Relations Specialists	\$37,116	B
47		Training and Development Specialists	\$37,961	B
48		<b>NEW</b> Market Research Analysts	\$44,463	B
49		<b>NEW</b> Dietitians and Nutritionists	\$41,536	B
50		<b>NEW</b> Structural Iron and Steel Workers	\$48,434	L

## Education Prerequisite

A	Associate degree
B	Bachelor's degree
BW	Bachelor's or higher degree, plus work experience
D	Doctoral degree
F	First professional degree
L	Long-term on-the-job training
P	Postsecondary vocational training
W	Work experience in a related occupation

